

Early Warning Signs of Mental Health Concerns

How common are mental health conditions? →

1 IN 5
PEOPLE

experience a mental health condition and just like other health conditions, they exist along a continuum from mild to moderate to more serious.

Know the early warning signs and start by considering a person's baseline and how they typically show up. With noticeable and concerning changes from a person's baseline, it's time to check in.


Most often warning signs are seen in how a person **FEELS, ACTS, THINKS, and LOOKS.**



This may present as a person feeling:

- excessive irritability or anger
- excessive worry or fear
- extreme highs or lows
- easily overwhelmed


FEELS



This may present as a person:

- acting more withdrawn or avoiding social contact
- overly interactive
- sharing major changes in sleep or appetite
- dropping in work performance
- lacking energy
- signs of being under the influence of alcohol or drugs
- persistently late to work or not showing up

ACTS



You may see changes in how a person seems to be thinking, such as:

- confused thinking based on what a person is saying or writing
- major changes concentrating
- persistently negative thoughts, thoughts of hopelessness or self-harm

THINKS



You may notice a person looking:

- exhausted and with very low energy
- different with sudden and excessive weight gain or loss
- messy when they are usually not showing up that way
- fidgety or seeming extremely nervous

LOOKS

Mental health impacts all of us because we all have mental health.

If you see these warning signs – especially thoughts of hopelessness or worry about self-harm, check in right away to let the person know that you care and find out how you can best support them with immediate action. It may be just what a person needs to connect with care.

Mental health concerns, just like other health concerns, are best addressed early so they don't get more serious. **Together we can make a real difference in showing that we care.**

Connecting with Resources

Your organization likely offers a variety of resources and support to provide you the assistance you need to connect with care. You may also connect with NAMI in the community for support, education, and more.

Learn more about your options:

- Employee Assistance Program
- Healthcare Benefit Plan
- Digital Health Solutions
- NAMI in the Community (nami.org/local)